

PAY DIFFERENTIAL 154
RECRUITMENT AND RETENTION DIFFERENTIAL PAY - EXCLUDED EMPLOYEES

Established: 07/01/84

Revised: 01/01/00, 07/01/00, 08/31/00, 01/01/01, 07/01/01; 08/17/01, 10/01/01, 03/02/04, 05/01/02,
 07/01/02, 01/01/03, 03/01/04, 07/01/04, 09/01/04, 01/01/05, 12/01/05, 02/01/06, 02/24/06,
 03/02/06, 07/01/06, 10/01/06, 09/01/06, 01/01/07, 03/01/07, 04/01/07, 07/01/07, 01/01/08

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Health Facilities Evaluator II (Supervisor)	8051	S01	\$200	8K	01/01/03	1	W
Senior Psychiatrist, CF (Supervisor)	9271	S16	\$2700	8K35	07/01/01 01/01/00 01/01/03 01/01/00	1	V A, AD, AC H
Nurse Consultant III (Supervisor)	8179	S17	\$300	8K54	01/01/03	1	W*
Nurse Evaluator III, Health Services	8145		\$200	8K	01/01/03	1	W
Nurse Evaluator IV, Health Services	8149		\$100	8K76	01/01/03	1	W
Psychiatric Nursing Education Director	8155		\$300	8K54	01/01/03	1	I
Public Health Nurse III	8209		\$100	8K76	01/01/03	1	W
Public Health Nurse III, Correctional Facility	9356		\$100	8K76	01/01/03	1	W
Supervising Psychiatric Nurse, CF	9276		\$200	8K	07/01/84 01/01/94	1	A G
Supervising Registered Nurse	8161		\$450	8K75	01/01/03	1	W*

* Employees in the Department of Corrections and Rehabilitation, Health Care Services Division and Adult Institutions; the Division of Juvenile Justice; and Departments of Mental Health, Developmental Services, and Veterans Affairs, are not eligible for compensation under this differential.

SECTION 14:

PAY DIFFERENTIALS

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Supervising Registered Nurse I, CF	9317	S17	\$400	8K2	01/01/03	1	G
Supervising Registered Nurse II, CF	9318		\$400	8K2	01/01/03	1	G
Supervising Registered Nurse III, CF	9319		\$400	8K2	01/01/03	1	G
Supervising Psychiatric Social Worker I, Correctional Facility	9291	S19	\$600	8K15	10/01/01	1	AJ
CEA III (Assistant Warden, Psychiatric Services, CMC)	7500	M01	\$200	8K	07/01/84 01/01/94	1	A G
Chief of Protective Services and Security	1934	M07	\$500	8K39	01/01/00	1	I
Assistant Warden, Psychiatrist Services, CF	5447	M16	\$400	8K2	12/02/98	1	C, B
Chief Medical Officer, Correctional Facility	7547		\$200 \$2700	8K 8K35	01/01/94 07/01/02	1 2	G X
Chief Medical Services Correctional Program, CEA	7530		\$425	8KR	11/01/92	1	Q
Chief Physician and Surgeon (Correctional Facility)	9267		\$200	8K	03/02/06	1	I
Chief of Professional Education Mental Hospital	7600		\$2100 \$1700	8K46 8K47	07/01/00 07/01/00	1	J, K, L U
Chief Psychiatrist, CF**	7612		\$2700 \$3950	8K35 8K52	01/01/00 07/01/01 12/02/98 01/01/00	1	A V G H
Office of Program Review Consultant (Medical) State Hospitals	7606		\$200	8K	01/01/95 09/01/04	1	J, K, L, AF

** Prior to 01/01/00 Department of Corrections and Rehabilitation, all institutions rate was \$1000, effective 12/02/98, and Department of Corrections and Rehabilitation, Pelican Bay rate was \$1250, effective 12/01/95.

SECTION 14:**PAY DIFFERENTIALS**

DEPARTMENT	
A	Department of Corrections and Rehabilitation, All Institutions
B	Department of Corrections and Rehabilitation, California Medical Facility
C	Department of Corrections and Rehabilitation, California Men's Colony
D	Abolished 03/01/07
E	Abolished 03/01/07
F	Abolished 03/01/07
G	Department of Corrections and Rehabilitation, Parole Outpatient Clinics
H	Department of Correction and Rehabilitation, Pelican Bay
I	Department of Mental Health, All Hospitals, unless class receives an existing, higher recruitment and retention rate.
J	Department of Mental Health, Atascadero
K	Department of Mental Health, Napa
L	Department of Mental Health, Patton
N	Abolished
O	Abolished 01/01/08
P	Abolished 03/01/07
Q	Department of the Youth Authority, Headquarters
R	Abolished 03/01/07
S	Abolished 01/01/08
T	N/A
U	Department of Mental Health, Metropolitan State Hospital
V	Department of Corrections and Rehabilitation, Division of Juvenile Justice All Locations
W	All departments/locations unless class receives an existing higher recruitment and retention rate. (Except Department of Corrections and Rehabilitation; and Departments of Mental Health, Developmental Services, and Veterans Affairs)
X	Department of Corrections and Rehabilitation, Correctional Training Facility (one incumbent only)
Y	N/A
Z	Abolished 01/01/08
AA	N/A
AB	Abolished 01/01/08
AC	Department of Corrections and Rehabilitation, Correctional Training Facility
AD	Department of Corrections and Rehabilitation, Salinas Valley State Prison
AE	Abolished 03/01/07
AF	Department of Mental Health - Coalinga State Hospital
AG	Abolished 03/01/07
AH	Abolished 03/01/07
AI	Abolished 03/01/07
AJ	Department of Corrections and Rehabilitation, Division of Adult Institutions – Female Offender Programs and Services

CRITERIA	
1	Employees in the above classes and employed in the above locations shall receive the differential.
2	Incumbent only; MUST BE APPROVED BY DPA; incumbent must have a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry <u>and</u> carry a psychiatric caseload at the institution.

SECTION 14:**PAY DIFFERENTIALS**

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes